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Senate Meeting June 2, 1971

Academic Senate

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ACADEMIC SENATE MINUTES

June 2, 1971

Vol. II, No. 17

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ACADEMIC SENATE MINUTES

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CALL TO ORDER

Mr. Morris convened the Senate at 7:05 pm in 401 Stevenson.

APPROVAL OF MINUTES

(II-193)

Because the Minutes of the meeting of May 26, 1971 were distributed at the meeting, Senators decided to postpone approval until they had time to read them. The Senate passed a motion (Mr. Ferrell, Mr. Cohen) to postpone approval of the Minutes.

ILLINOIS STATE UNIVERSITY POLICY AND PROCEDURE FOR FACULTY GRIEVANCE

(II-194)

Mr. Comfort introduced the document and answered questions about the revisions he had made in drawing up the new policy and procedure statement. By unanimous vote, the Senate approved a motion (Mr. Comfort, Mr. Kagy) to adopt the "Illinois State University Policy and Procedure for Faculty Grievances." (A copy is appended to the Minutes.)

ELECTIONS: FACULTY GRIEVANCE COMMITTEE; ACADEMIC FREEDOM AND TENURE COMMITTEE

Mr. Morris asked the Secretary to explain changes in the list of nominees and to conduct the two elections.

Mr. Hill said that each department had been notified that it could nominate two faculty members for the committees. Nominated persons were to be on tenure at the time of the election, could not be a department head or chairman, and could not be serving on a departmental or college APT committee or on the Faculty Status Committee. Even so, seven persons were nominated who were not eligible to serve and Mr. Hill took their names from the list of nominees.

Mr. Hill was asked to give the types of deletions. He reported that one department had nominated a chairman, another a Senator, and two had nominated persons not yet on tenure; two departments had nominated persons serving on their APT committees, and one had nominated a member of a College APT committee.

One Senator asked if there were any other reasons why a department might have only one nominee, or none. Mr. Hill said that some departments had no one eligible, or only one person eligible, or did not wish to nominate, or those eligible did not wish to serve.

A Senator noted that the College of Fine Arts had no nominees from any of its departments and asked if any of the above applied to those departments. Mr. Hill said none did.

The Secretary asked permission of the Senate to add the name of Margaret Parret to the list of nominees. He explained she had been nominated by the Department of Speech Communications but that he had not received the name earlier. Permission was given to add her name.

Faculty Grievance Committee

The Senate elected the 7-member Faculty Grievance Committee from the list of 24 nominees. No one received a majority on the initial ballot. On the second ballot, five were elected: Paul Baker, Roger Champagne, Homer Knight, Thomas Martin, and Douglas Poe. On the third ballot, Donna Jo Workman was elected; on the fourth ballot Ronald L. Cook was elected.

Runners-up, in order, all of whom were eligible for election to the Academic Freedom and Tenure Committee, were: Margaret Parret, Lynn Brown, Scott Eatherly, Beverly Wilson, Allie Ward Billingsley, Eunice Speer, and George McCoy.

Academic Freedom and Tenure Committee

The remaining 17 nominees became candidates for the twelve positions on the Academic Freedom and Tenure Committee.

Under Senate rules, the Senate could add two names to the list. Proposed nominees were:

Ferman Bishop	Professor	English
Richard Reiter	Assoc Prof	Chemistry

(II-195) The Senate unanimously approved a motion (Mr. Bond, Mr. Ichniowski) to close nominations and add the names of Mr. Bishop and Mr. Reiter to the list of nominees.

The Senate was to elect eight persons to 3-year terms, two to 2-year terms, and two to 1-year terms. Mr. Hill said that the top eight among those elected would receive the 3-year terms, the next two the 2-year terms, and the final two the 1-year terms.

On the first ballot the Senate elected eight persons; all received 3-year terms: Allie Ward Billingsley, Lynn Brown, Richard Crumley, Scott Eatherly, Margaret Parret, Richard Reiter, Eunice Speer, and Beverly Wilson.

On the second ballot, Ferman Bishop and George McCoy won 2-year terms; on the third ballot, Benton Bristol and Jerry Cantlon received 1-year terms.

Runners-up, in order, were: Glen Greenseth, Raymond Hunt, Douglas Nietzke, Doris Richards, Glenn Taylor, Quinn Hrudka, and Wolfgang Pfabel.

The Academic Freedom and Tenure Committee now consists of 24 members; formerly it had 18 members. A revised membership list, according to term of office, is attached to the Minutes.

UNIVERSITY SOLICITATION POLICY

- (II-196) Mr. Fuehrer reported on the proposed University solicitation policy which was submitted to the Senate with six pages of appended documents. Some discussion centered on the effectiveness of the United Community Services organization and its member agencies but no conclusions were drawn. The Senate approved a motion (Mr. Fuehrer, Mr. Rich) to adopt the "Recommendation Concerning the University Solicitation Policy." The vote was Yes-32; No-6; Abstentions-2. (A copy is appended to the Minutes.)

CHANGE OF AGENDA

- (II-197) The agenda for the meeting had been issued before final decisions had been reached about some items. Consequently, two items--Parking Committee and FSC Promotion Guidelines--were not ready for discussion. The Senate unanimously approved a motion (Mr. Kaferly, Mr. Barrett) to postpone consideration of these items.

PROCEDURES AND POLICIES FOR SELECTION OF ADMINISTRATORS OTHER THAN COLLEGE DEAN OR DEPARTMENT HEAD

- (II-198) Without discussion, the Senate approved a motion (Mr. Ichniowski, Mr. Rich) to adopt the "Procedures and Policies for Selection of Administrators Other Than College Dean or Department Head." The vote was Yes-36; No-0; Abstentions-3. (A copy is appended to the Minutes.)

PRESIDENTIAL SEARCH COMMITTEE

Mr. Morris made the final report for the Presidential Search Committee. He reported that 450 persons had been nominated in the first stages of the Search and that, of this group, 165 had been interested enough to submit data sheets on themselves. Of this number, approximately 50 had been contacted by telephone or by interview: 23 conference telephone calls were conducted, 30 preliminary interviews were held, 8 site visitations were made, and 5 persons invited for formal interviews on campus during which the candidates met with the committee, the vice-presidents, the president, the Senate members, civil service representatives, students, and the community council. Responses were asked of many persons, and the committee took these into account in its final decision, which was forwarded to the Board after a meeting on May 16.

Mr. Kinney asked that the Minutes commend the Committee for its fine work. Mr. Hulet felt special thanks should be given to the student members for giving so fully of their time and help.

STATEMENT ON POLITICIZATION

The ExCom will consider drawing up a statement concerning the politicization of the University. The Senate had no objection to this.

COMMITTEE APPOINTMENTS

Mr. Wedemeyer reported the ExCom had screened suggested nominees for several committees and that they were being submitted to the Senate for possible approval.

(II-199) The Senate passed a motion (Mr. Ichniowski, Miss Kuhn) to approve the nominees and to make the appointments. The Vote was Yes-37; No-0; Abstentions-2.

Student Appointments

Academic Standards

Irene Jirka
Lois Kaminski
Douglas Gift

Elections

Dave McAtee
Scott Ferguson

Entertainment

(alternates)
Ron Packnett
Larry Choong

University Forum

Bob Pierce
Cyd Dolegowski
Norm Sonderman
Mark Heller
Todd Miske
Mike Williams
Denise Vowell

Athletic

Charles Smith

Faculty Appointments

(3-year terms)

Academic Standards Committee

Wayne Truex	Applied Science and Tech
Steven Kagle	Arts and Sciences
Brent Richards	Arts and Sciences
William Frinsko	Education
Hugh Stumbo	Fine Arts

Athletic Board

Laureen Mabry	Applied Science and Tech
Anthony Liberta	Arts and Sciences
Twyman Jones	Education
Irwin Spector	Fine Arts

Council for Teacher Education

to Jan 73	Dean Hage	Education
to Jan 73	Robert Moore	Education
to Jan 74:	Kenneth James	Applied Science and Tech
	Joseph Grabill	Arts and Sciences
	Valjean Cashen	Arts and Sciences
	Thomas Secoy	Business
	Harold Boyd	Fine Arts
	Alan Peters	Fine Arts

Economic Well-Being

Peter Krueger	civil service
John Sealock	civil service
Harold Gibson	administration
Keith Davidson	Arts and Sciences
Robert Roussey	Arts and Sciences
Robert R. Smith	Business
Louis Hoover	Fine Arts

Reinstatement

Donald Wagner	Applied Science and Tech
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Union Board

Dorothy Lee	Arts and Sciences
Douglas Hartley	Fine Arts

COMMITTEE REPORTSRules Committee

No report.

Administrative Affairs

No report.

Faculty Affairs

Mr. Comfort said copies of the FSC proposed guidelines for promotion will be distributed to Departments and reactions should be sent to him. The committee hopes to report out the item in August.

Academic Affairs

(II-200) Mr. Hakala introduced a proposed policy on general education with respect to Junior College transfers. The item had not been included in the action category on the agenda, so a motion (Mr. Hakala, Mr. Raymond) to suspend the rules to put it at the action stage was made, and failed to receive unanimous approval. The vote was Yes-28; No-4; Abstentions-7.

(II-201) A motion was made (Mr. Hakala, Mr. Raymond) to move the item to the decision stage. A 2/3 vote was necessary. The motion passed on a vote of Yes-28; No-2; Abstentions-9.

Mr. Hakala explained that many Junior College programs in general education closely resemble our Option # 2 program and that the policy would apply only to those students in a baccalaureate oriented sequence and not to anyone in a vocational sequence. Another Senator pointed out that this policy does not mean a transfer from a junior college can complete his degree at ISU in two years--it could take longer, depending on required courses. Another Senator said such a policy would enable an academic department to better define its own major on the junior-senior level. Opponents to the measure felt that junior college general education requirements are not specific enough and that a better program could be devised for general education.

(II-202) A motion (Mr. Grossnickle, Mr. Ferrell) to move the previous question failed to receive a 2/3 majority vote. The vote was Yes-22; No-15; Abstentions-1. Shortly afterward, the Senate passed a motion (Mr. Hakala, Mr. Boaz) to approve the policy, with necessary editing changes. The vote was Yes-36; No-2; Abstentions-0.

(II-203)

The policy statement is:

A transfer student in good standing who has completed an associate degree based on a baccalaureate oriented sequence, who is admitted to Illinois State University from a public junior community college in Illinois, shall be considered to: a) have attained junior standing and b) have met his general education requirements.

Student Affairs

The Committee has asked that proposed nominees for an ad hoc committee on textbook facilities be sent to Mr. Steffen. The committee will have 2 faculty members, 2 administrative representatives, and 4 students.

COMMUNICATIONS

- (II-204) By unanimous vote, the Senate passed a motion (Mr. Hicklin, Mr. Cohen) to suspend the rules. Mr. Morris read a letter of resignation from the Senate by Mr. Hall; the Senate passed a motion unanimously (Mr. Kaferly, Mr. Hathway) to accept Mr. Hall's resignation, with regret. By unanimous vote, the Senate passed a motion (Mr. Kaferly, Mr. Hathway) to seat the runner-up.

RESOLUTION: MRS. SUSAN THOMAS

- (II-207) By unanimous vote, the Senate approved a motion (Mr. Cohen, Mr. Hathway) to suspend the rules. Mr. Hill read a Resolution concerning Mrs. Susan Thomas, the clerical-secretary, who is leaving. By unanimous vote, the Senate passed a motion (Mr. Hill, Mr. Ichniowski) to adopt the resolution.

The Academic Senate of Illinois State University wishes to express its great appreciation to Mrs. Susan Thomas for the fine work she has done as clerical-secretary of this group. Mrs. Thomas has been with the Senate since its first meeting, and she has served it well by handling myriad details with efficiency while running its central office. In addition she served as secretary for the Presidential Search Committee and was responsible for the exchange of materials and files involving hundreds of persons.

Mrs. Thomas, through her efficiency in transmitting information, arranging meetings, distributing papers, and handling materials, has enabled the Senate to function smoothly. Her contribution to the success of this group has not gone unnoticed.

The members of the Senate will miss her, but we wish her well, and we say, "Thank you, Mrs. Thomas."

RESOLUTION ON DEGREES

(II-209) Mr. Bond asked the Senate to act on a resolution concerning degrees for the June commencement. The Senate approved a motion (Mr. Hathway, Mr. Hulet) to suspend the rules; then, with only the faculty section voting, the Senate unanimously approved the motion (Mr. Bond, Mr. Cohen) to adopt the Resolution:
(II-210)

Be it Resolved that the faculty of the Academic Senate, on behalf of the faculty, authorize the conferral of degrees upon students who have completed approved curricula and who are so certified by the Office of Admissions and Records and by the Dean of Faculties.

The Senate adjourned at 9:40 pm.

EXECUTIVE SESSION

The faculty section of the Academic Senate held an Executive Session from 9:50 to 10:40 pm.

For the Academic Senate,

John S. Hill, Secretary

NAME	ATTEN- DANCE	VOTE							VOICE VOTE		
		Motion #196	Motion # 198	Motion # 199	Motion #200	Motion # 201	Motion # 202	Motion #203	Motion No.	Y	N
Barrett	P	N	Y	Y	N	N	N	Y	193	X	
Bickley	P	Y	Y	Y	Y	Y	Y	Y	194	X	
Black	P**	Y	Y	Y	Y	Y	N	Y	195	X	
Boaz	P	Y	Y	Y	Y	Y	Y	Y	197	X	
Browning	P	Y	Y	Y	Y	Y	Y	Y	204	X	
Chesebro	P	Y	Y	Y	N	N	Y	Y	205	X	
Cohen	P	Y	Y	Y	Y	Y	Y	Y	206	X	
Comfort	P	Y	Y	Y	P	P	N	Y	207	X	
Duffield									208	X	
Ebel	P	Y	Y	Y	Y	Y	Y	Y	209	X	
Edwards									210	X	
Ferrell	P	Y	Y	Y	Y	Y	Y	Y			
Fitch	P	Y	Y	Y	N	P	Y	Y			
Fuehrer	P	Y	Y	Y	Y	Y	Y	Y			
-Grossnickle	P	N	Y	P	P	P	Y	Y			
Hahn	P	Y	P	Y	Y	Y	Y	Y			
Hakala	P	Y	Y	Y	Y	Y	P	Y			
Hall											
Hathway	P	Y	Y	Y	Y	Y	N	Y			
Hicklin	P	Y	Y	Y	P	Y	N	Y			
Hill	P	Y	Y	Y	Y	Y	Y	Y			
Hubbard											
Ichniowski	P	Y	Y	Y	P	P	N	N			
Kaferly	P	N	Y	Y	Y	Y	Y	Y			
Kagy	P	Y	Y	Y	Y	Y	Y	Y			
Kelly	P	Y	Y	Y	Y	Y	N	Y			
Kincaid	P**	Y									
King											
Kinney	P	Y	Y	Y	Y	Y	Y	Y			
Koch	P**	Y	Y	Y	Y	Y					
Kuhn	P	Y	Y	Y	P	Y	Y	Y			
Madore	P	Y	Y	Y	N	P	Y	Y			
Mann											
Mees	P	Y	Y	Y	Y	Y	Y	Y			
Morris	P	Y	Y	Y	Y	Y	N	Y			
Price											
Raymond	P	P	Y	Y	Y	Y	Y	Y			
Rich	P	Y	Y	Y	Y	Y	Y	Y			
Pierson	P	N	Y	Y	P	P	N	Y			
Steffen	P	Y	P	Y	P	Y	Y	Y			
Stein	P*	Y	Y	Y	Y	Y	N	Y			
Theroux											
Wedemeyer	P	P	Y	Y	Y	Y	N	Y			
Woods	P	Y	Y	Y	Y	P	N	N			
Yount	P	N	P	P	Y	Y	N	Y			
Murdock	P	N	Y	Y	Y	Y	Y	Y			
Johnson											
Hulet	P	Y	Y	Y	Y	P	N	Y			
Bond	P	Y	Y	Y	Y	P	N	Y			
Geigle											

*arrived late

Y = Yes N = No P = Present

** left early

ILLINOIS STATE UNIVERSITY POLICY AND
PROCEDURE FOR FACULTY GRIEVANCES

1. The Illinois State University Constitution (Article III, Section 5) provides in part as follows:

The Academic Senate shall adopt as legislation a policy statement providing detailed implementation for a faculty grievance procedure conforming to nationally recognized standards, but exclusive of grievances relative to the Faculty Status Committee and dismissal procedures.

2. Therefore, the Academic Senate does hereby establish a Faculty Grievance Committee which shall be empowered and charged to hear grievances, exclusive of grievances related to the Faculty Status Committee and dismissal procedures. To this end, the Faculty Grievance Committee is further authorized to receive, entertain and inquire into evidence concerning such matters.
3. All members of the faculty, as defined in the Constitution, shall have standing to bring grievances to the Faculty Grievance Committee.

4. The prime functions of the Committee shall be the following:

(a) Where the grievance involves a department, departmental agency, or the University administration, the Faculty Grievance Committee shall determine whether the decision of the appropriate faculty body or administration was the result of adequate consideration in terms of the relevant standards of the institution, with the understanding that the Committee should not substitute its judgment on the merits for that of the appropriate faculty body or University administration, and

(b) To request reconsideration when the Committee believes that adequate consideration was not given to the complainant's position.

5. Each year the faculty members of every academic department shall nominate within the department one tenured faculty member. Department heads, members of the Academic Senate, the Faculty Status Committee, the College APT Committees, the departmental APT Committees, and administrative personnel shall not be eligible for nomination or election.

From the list of departmental nominees, the Academic Senate shall elect seven members who shall constitute the Committee. The members of the Committee shall elect the chairman from their number.

If the previous committee is engaged in a hearing, it will continue to serve until the specific hearing is terminated even though it may extend beyond the election of new members.

Any vacancy occurring between elections shall be filled by the first eligible person receiving the highest number of votes after those initially elected.

If in the opinion of the Executive Committee of the Academic Senate, the press of business of the Grievance Committee becomes oppressively great, the former may constitute a second Grievance Committee from the nominee list furnished by the departments for the election of the first committee, using the additional faculty members in order of number of votes received. It should, however, first advise the members of the Senate that it is doing so.

6. Each party to a hearing before the Faculty Grievance Committee shall have one peremptory challenge as to the members of the Committee and may challenge others for cause. The Chairman of the Faculty Grievance Committee shall rule on any challenge for cause and his ruling shall be final. Any member of the Committee who has a conflict of interest or who, for personal reasons, desires not to serve in connection with a particular hearing may file a written petition with the Chairman of the Committee stating his reasons. The ruling of the Chairman shall be final. No hearing shall be conducted with fewer than three (3) members of the Committee in attendance.
7. No investigation or hearing shall be conducted except upon the Complainant filing written charges, designated as the Complaint, personally signed by him. Complaints may be filed with any member of the Committee who shall then convene a meeting of the Committee as soon thereafter as practicable. The Complaint must be sufficiently clear and specific in its allegations as reasonably to inform the accused party and the Faculty Grievance Committee of the grievance. The Committee will have the right to decide whether or not the Complaint merits a detailed investigation and hearing. Filing a Complaint will not automatically entail investigation or detailed consideration thereof. The Committee may seek to bring about a settlement of the issues between the parties at any stage of the proceedings.
8. The Faculty Grievance Committee shall employ the following rules of procedure and may liberally construe the same to the end that the controversy may be speedily and finally determined according to the substantive rights of the parties:
 - (a) The person (s) accused, known as the Respondent (s), shall be furnished a copy of the Complaint and shall be afforded at least five (5) days notice prior to a hearing on the Complaint,
 - (b) The Respondent may file a written response, designated as the Answer, personally signed by him. If the Answer contains other charges or raises new issues not contained in

the Complaint, the Complainant shall have an additional three (3) days in which to file a written Reply if he so desires. Copies of all such Complaints, Answers, Replies or other letters or petitions heard in such cases shall be furnished to all parties to the dispute and to all members of the Committee,

- (c) The Committee shall determine a specific time and place for the hearing and furnish notice thereof to each party,
- (d) Each party to the dispute shall have an opportunity to be heard by the Committee and to be represented by an advisor,
- (e) Each party shall have the opportunity to examine all witnesses. The Committee shall have the right to call witnesses on its own motion,
- (f) The Committee may dismiss or add parties to the hearing in order to resolve the dispute,
- (g) The Committee will not be bound by strict rules of legal evidence and may admit any evidence that is deemed by them to be relevant and of probative value,
- (h) The findings of fact and the recommendations of the Committee to the Academic Senate shall be based solely on the hearing record,
- (i) Hearings shall be private and conducted in executive session. Only members of the Committee, necessary parties and their advisors, and necessary witnesses shall be present. Witnesses may be excluded from the hearing except for the period of their own testimony in the discretion of the Chairman,
- (j) Except for such simple announcement as may be required covering the time of the hearing and similar matters, public statements and publicity about the pending dispute by any party or member of the Committee shall be avoided so far as possible until the proceedings have been completed and the full report of the Committee has been reported to the Academic Senate,
- (k) In all cases, the burden of proof shall be upon the Complainant throughout the hearing.
- (l) All Committee decisions shall be by a majority vote of those members present.

9. At the conclusion of the hearing, the Committee shall file a written report with the Academic Senate setting forth the recommendation of the Committee.

- (a) In all grievances, the Faculty Grievance Committee shall advise the Academic Senate in substantially the following manner:

"The Faculty Grievance Committee finds that (adequate) (inadequate) consideration has been given to the grievance of (Complainant) ." If the finding is "inadequate consideration," the Faculty Grievance Committee should recommend that the Academic Senate request reconsideration of the Complainant's grievance by the appropriate faculty body or University administration.

- (b) Action of the Academic Senate on the report of the Committee shall be reported in written form to the President of the University and to the parties involved in the hearing.
- (c) At the conclusion of Academic Senate action on the report of the Committee, the hearing record of the Faculty Grievance Committee shall be sealed, impounded and retained by the Secretary of the Academic Senate to be opened only upon a vote of the Academic Senate in regular session.
10. In any meeting of the Academic Senate where the report of the Committee is heard and acted upon, parties to the dispute shall be given prior written notice thereof and an opportunity to be heard on their own behalf.
11. The Committee shall make such additional rules and regulations as may be reasonably necessary in order to conduct the hearings and investigation authorized therein. In making such additional rules and regulations, the Committee shall be guided by the by-laws of the Board of Regents, the Illinois State University Constitution and the Policies of the Academic Senate.

UNIVERSITY SOLICITATION POLICY

1. Solicitation in the University community is governed by the existing regulatory sources, namely, the appropriate section of the latest edition of Student Life -- ISU, by the postal regulations of the ISU mail service, by memoranda issued by the University Union, the Office of Residence Hall Programs, and by the Department of Men's Physical Education, Health and Athletics.
2. The University Foundation under the Office of Development, within the University, and the annual United Community Services drive, from without the University, are the only solicitation efforts recognized as "all-University". Unusual exceptions to this policy may be made through a request directed to the Executive Committee of the Academic Senate, which shall then make its recommendation to the President of the University.
3. Any member of the University community may, on his own initiative, invite a solicitor to his office or room on University governed grounds to transact business. Both shall be subject to any published regulations pertaining to the facility in which their transactions take place.

PROCEDURES AND POLICIES FOR SELECTION OF
ADMINISTRATORS OTHER THAN
COLLEGE DEAN OR DEPARTMENT HEAD

1. These procedures are designed to apply to those instances when the chief administrator of an academic unit is to be selected. This group of administrators might have titles of the type:
 - a. Dean: that is, for example, Dean of the Graduate School or Dean of the School of Social Work. This title implies that the administrator will report directly to the Office of the Dean of Faculties.
 - b. Director, Head, or Chairman: for example, Director of Allied Health Professions and Director of Environmental Programs. This title implies that the administrator will report to a college dean.
2. These procedures will be invoked when the President officially announces to the Academic Senate that:
 - a. There is a vacancy or that there will be a vacancy at a specific date in the future.
 - b. A new unit has been or will be created.
 - c. An existing unit will be divided into new units.
 - d. Two or more existing units will be combined into a new unit.
3. Organization of the Committee on Selection (Search and Screening):
 - a. A committee shall consist basically of five faculty members, three to be chosen from the areas which are principally affected. For example, the selection committee for the Dean of the Graduate School will be composed of members of the graduate faculty; the selection committee for the Director of Allied Health Professions might be composed of members from the department(s) principally affected by the program.
 - b. The Academic Senate shall annually elect ten faculty members to serve as an Administrative Selection Committee Chairman's Panel. From this panel the appointing officer, after consulting with his immediate supervisor, shall select the chairman of the appropriate committee. No faculty member shall be elected to this panel for more than three consecutive one-year terms and no faculty member shall serve as chairman of more than one Committee on Selection during a year. Panel members shall not be members of the Academic Senate.
 - c. After the chairman has been appointed and after consultation with his immediate supervisor, the appointing officer shall appoint from among the

faculty holding administrative appointments and academic rank, one person to serve on the committee. This person shall serve as secretary to the committee.

- d. After the chairman and secretary have been appointed, the remaining three faculty members shall be elected from a constituency identified by the Administrative Affairs Committee of the Academic Senate in consultation with the Dean of Faculties. The following groups may be called to assist in the formation of the Selection (Search and Screening) Committee:

1. University Election Committee
2. College Council(s)
3. Graduate Council

As a general guideline for the formation of the committee, see Procedures and Policies for Selection of College Deans.

- e. The Academic Senate will elect two students to serve on the committee. Hopefully, these students will be selected from those having a strong interest in or a major related to the specific area. For example, graduate students would be members of a committee to select the Dean of the Graduate School.
- f. The Dean of Faculties may determine that up to two additional members may be added to the committee. The method of selection of such members shall be determined by the Academic Senate upon the recommendation of the Dean of Faculties.
- g. When necessary, the President shall name a temporary appointment to fill a vacancy. Before acting, the President shall consult with the Dean of Faculties and members of the Selection (Search and Screening) Committee.
- h. A member of the Selection (Search and Screening) Committee cannot be an active candidate for the position. If a member of the committee resigns, a replacement will be chosen from the same constituency as the member who resigned.

4. Responsibilities of the Selection (Search and Screening) Committee:

- a. It is the responsibility of the committee to work closely with and to advise the appropriate Administrative Officer (e.g., College Dean, Dean of Faculties, or President) as to whom he should recommend for the position. To this end, the committee shall actively seek qualified candidates for the vacant position both from among the faculty and from those not presently serving on the University faculty in a manner designed to ensure candidates of highest quality. The committee shall ordinarily recommend to the appropriate Administrative Officer (e.g., Dean of College, Dean of Faculties,

or President) at least three candidates for the position, including at least one who does not presently serve on the University faculty. The committee shall rank these candidates in order of preference.

- b. Prior to making its recommendation, the committee shall arrange, with the advice of the Dean of Faculties, for each candidate to be interviewed by the following, as applicable: 1. an elected faculty advisory council, 2. appropriate department heads, 3. appropriate college deans, 4. the Dean of Faculties, 5. the President, and 6. anyone else specified by the Dean of Faculties. The committee shall arrange an interview for any candidate designated by the Dean of Faculties.
- c. Prior to scheduling any interviews, the committee shall inform the appropriate persons or groups listed in "b" above, in writing, of the names of all persons whom the committee is actively considering for the position. The correspondence with the credentials of such candidates shall be open to inspection by any of these persons other than those who are active candidates.
- d. When the appropriate Administrative Officer and the committee have agreed that there are no additional candidates whom they desire to interview, the committee shall begin the process of selecting the candidates which it will recommend. Prior to making its recommendations, the committee shall solicit the views of those persons or groups consulted (see "b" above). The committee shall provide these persons with a form prepared by the committee for evaluating each of the candidates who was interviewed. The committee shall invite additional written comments from any of these persons. The committee shall set a reasonable deadline when the forms and comments must be received prior to the time the committee meets for purposes of ranking the candidates. In making its recommendations to the appropriate Administrative Officer, the committee shall communicate fully to him the reactions of those persons to each of the candidates which it recommends.

5. The Final Appointment:

The appropriate Administrative Officer may reject all candidates recommended to him by the committee, in which case the Executive Committee of the Academic Senate shall either instruct the committee to resume its search for satisfactory candidates or the committee may be dissolved and a new committee created in consultation with the Academic Senate. After receiving a satisfactory report from the committee, the appropriate administrator shall indicate to the Dean of Faculties, who shall indicate to the President, their preference for the new position. Before presenting the name of the person selected to the Board of Regents for approval, the President shall inform the committee and the appropriate elected faculty advisory group, e.g., College Council, Graduate Council, or Academic Senate. Only after the Board approves the appointment shall it be publicly announced.

- 6. Modification or interpretation of the procedures must be approved by the Academic Senate upon the recommendation of the appropriate College Dean(s), Dean of Faculties, or President. Once the procedures have been initiated in an instance, they should not be modified.

FACULTY GRIEVANCE COMMITTEE

(terms expire June 1972)

Paul Baker	- Sociology-Anthropology
Roger Champagne	- History
Ronald L. Cook	- Chemistry
*Glen Greenseth	- Physics
Homer Knight	- Education
Douglas Poe	- Economics
Donna Jo Workman	- H&PE (Women)

* runner-up who replaced Thomas Martin, who resigned.

ACADEMIC FREEDOM AND TENURE COMMITTEE

Term ending in 1972

Paul Brand	- Geography-Geology
Benton Bristol	- Agriculture
Jerry Cantlon	- Education
Robert Duncan	- English
Harold Moore	- University High School
Olgert Pocs	- Sociology-Anthropology
*Vernon Pohlmann	- Sociology-Anthropology
Thomas Wilson	- Political Science

Term ending in 1973

Douglas Bey	- Mathematics
Ferman Bishop	- English
Helen Cavanagh	- History
**Fred Fuess	- Agriculture
Robert Hogan	- Psychology
John Johnston	- Industrial Technology
George McCoy	- Metcalf
James Patterson	- Geography-Geology

Term ending in 1974

Allie Ward Billingsley	- Foreign Languages
Lynn Brown	- Mathematics
Richard Crumley	- Mathematics
Scott Eatherly	- English
Margaret Parret	- Speech Communications
Richard Reiter	- Chemistry
Eunice Speer	- Library Science
Beverly Wilson	- Health and Physical Education (Women)

* chairman

** vice-chairman